



DAWIA II

Transformation

Outline

- **Background**
- **New Concepts**

Background Motivated, Agile Workforce



USD(AT&L)7

1. **Acquisition Goals**
Excellence with Integrity
2. **Logistics:**
Integrated and Efficient
3. **Systems**
Integration & Engineering for Mission Success
4. **Technology**
Dominance
5. **Resources**
Rationalized
6. **Motivated, Agile Workforce**
Strengthened

AT&L Workforce Management Team Effort!



Background FY04 NDAA DAWIA II Congressional Intent

Subtitle C—Defense Acquisition and Support Workforce Flexibility

- Sec. 831. Management structure.*
- Sec. 832. Elimination of role of Office of Personnel Management.*
- Sec. 833. Single acquisition corps.*
- Sec. 834. Consolidation of certain education and training program requirements.*
- Sec. 835. General management provisions.*
- Sec. 836. Clerical amendments.*

House Conference Report (108-354, page 725)(for HR1588)

Subtitle C—defense acquisition and support workforce (secs. 831–836)

The Senate amendment contained a provision (sec. 841) that would amend the Defense Acquisition Workforce Improvement Act (DAWIA) to give the Secretary of Defense greater flexibility in managing the acquisition and support workforce. Specifically, the provision would give the Secretary the flexibility to establish different experience, educational, and tenure requirements for acquisition positions; require the establishment of a single acquisition corps; and streamline obsolete and outdated provisions of DAWIA.

The House bill contained no similar provision.

The House recedes with an amendment to split the provision into several sections.

**Greater Management
Flexibility
Specifically**

**Flexibility to establish
different experience,
educational, and tenure
requirements for acquisition**

→ **Establishes single
acquisition corps**

→ **Streamline obsolete and
outdated DAWIA
provisions**

Background

Title 10 - Armed Forces; Part II - Personnel; Chapter 87 - Defense Acquisition Workforce Subchapter III - Acquisition Corps

NDAA 1991

NDAA 2004

Three elements of acquisition

System

1. Defense Policies, Processes, and Procedures
2. Defense Organizations and Infrastructure
3. Defense Acquisition Workforce

I General Authorities & Responsibilities

- USD(AT&L)
- SAE's - Ensure AT&L Policies Implemented
- ✗ AET&CD - 4th Estate DACM
- ✗ DACMs
- ✗ ACPBs

II Defense Acquisition Positions

- AT&L
- Designate Acq Positions
- Define Acq Positions
- Define Acq Career Paths
- Tenure Policy
- Education, Training & Experience
- C.O. qualifications

- ✗ ACPB may waive req
- ✗ USD(AT&L) may waive (If significant potential, but document)
- ✗ OPM Approval
- ✗ Service level approval of waivers

Subchapters

III Acquisition Corps

- ✗ USD(AT&L) shall ensure an Acq Corps for DoDVs for each Military Service
- ✗ OPM Approval
- ✗ The requirement that the Service ACPB validate or certify experience or potential
- AcqCorps GS-13 or above
- Applicants for employment must have the experience of 13
- Must meet USD prescribed education req
- BA + 24 hours business
- Must meet USD(AT&L) prescribed experience req
- ✗ USD(AT&L) may waive (If significant potential, but document)
- ✗ OPM Approval
- ✗ Service level approval of waivers

- Mobility statement
- Critical AcqPosition GS-14
- Tenure requirements
- Tenure waiver\$Service Sec.

Issues

1. PM Tenure / Major Programs
2. Career Development
3. Responsibilities
4. Training & Certification

V General Management Provisions

- USD(AT&L) ensures MIS capable of providing standardized info
- MIS minim req
- 1. qualifications, assignments, and tenure
- 2. exception / waivers of qualifications and tenure
- 3. relative promotion rates (Mil)
- 4. Repealed
- USD(AT&L) may establish Different min. req.
- yrs of experience
- educational req.
- tenure req.

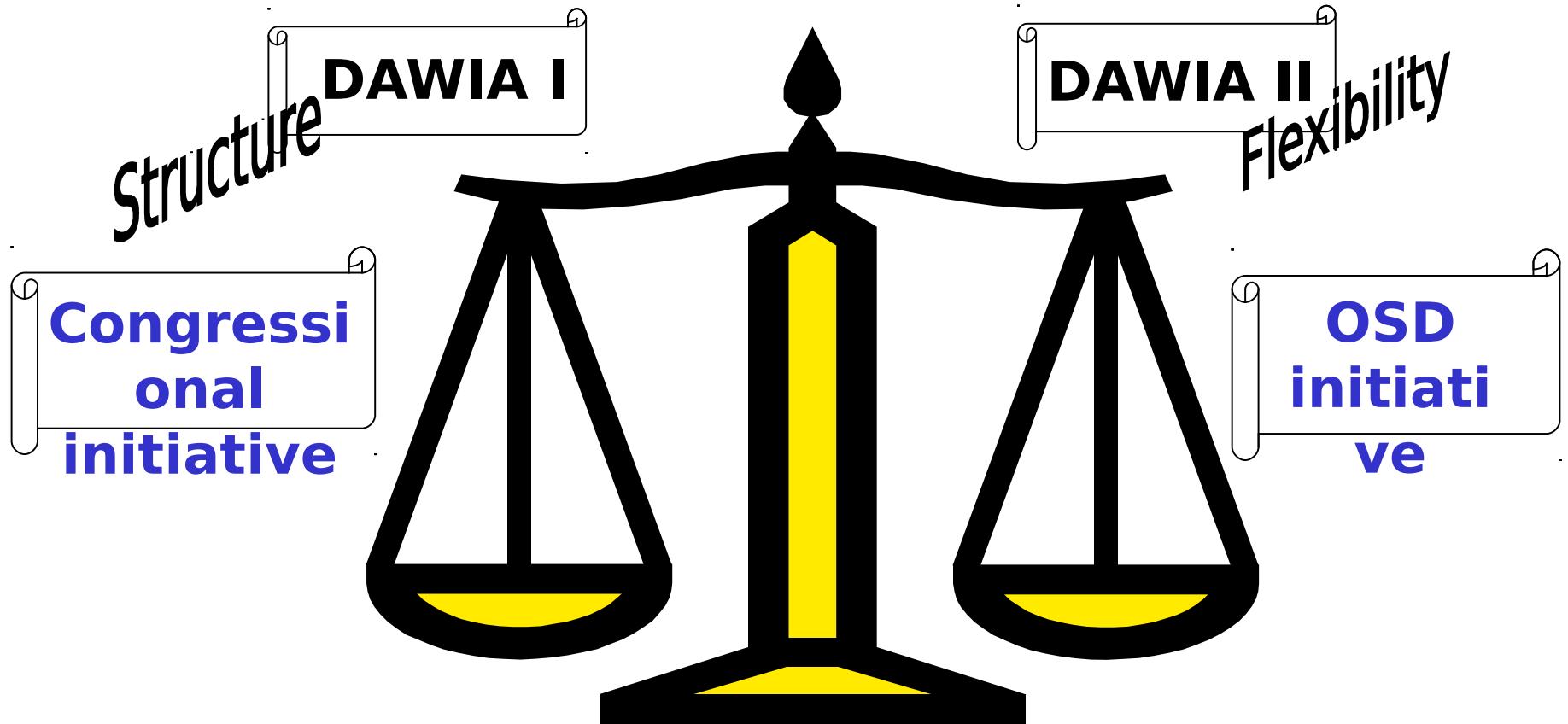
IV Education & Training

- AcqFellowship Program
- DAU Structure
- USD(AT&L) tuition reimbursement & training
- USD(AT&L) repayment of Student Loans

- USD(AT&L) will establish
- SAE's ensure uniform implementation with other Military Depts
- Service Dept Intern Program

- ✗ USD(AT&L) will establish:
 - Intern Program
 - Cooperative Ed Credit
 - Scholarship Program
- ✗ SAE's conduct Service Coop Credit Program
- ✗ Scholarship Program

Background: Motivated, Agile Workforce



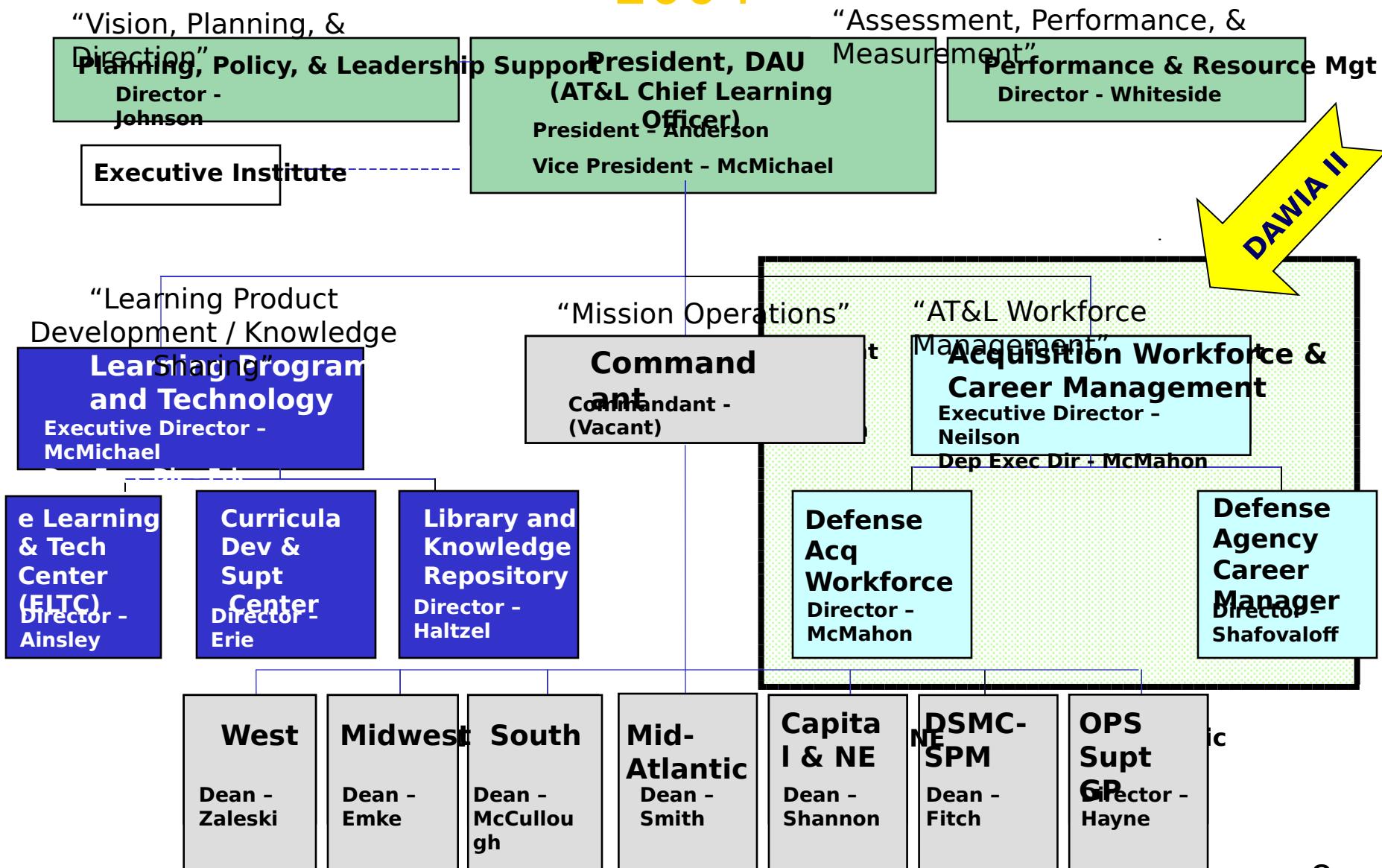
Centralized Policy, Guidance, Metrics
Decentralized Execution

New Concepts

- Integrated AT&L Workforce Management Structure
- Single Acquisition Corps
- Focused Career Development
- Key Leadership Positions
- Competency Management

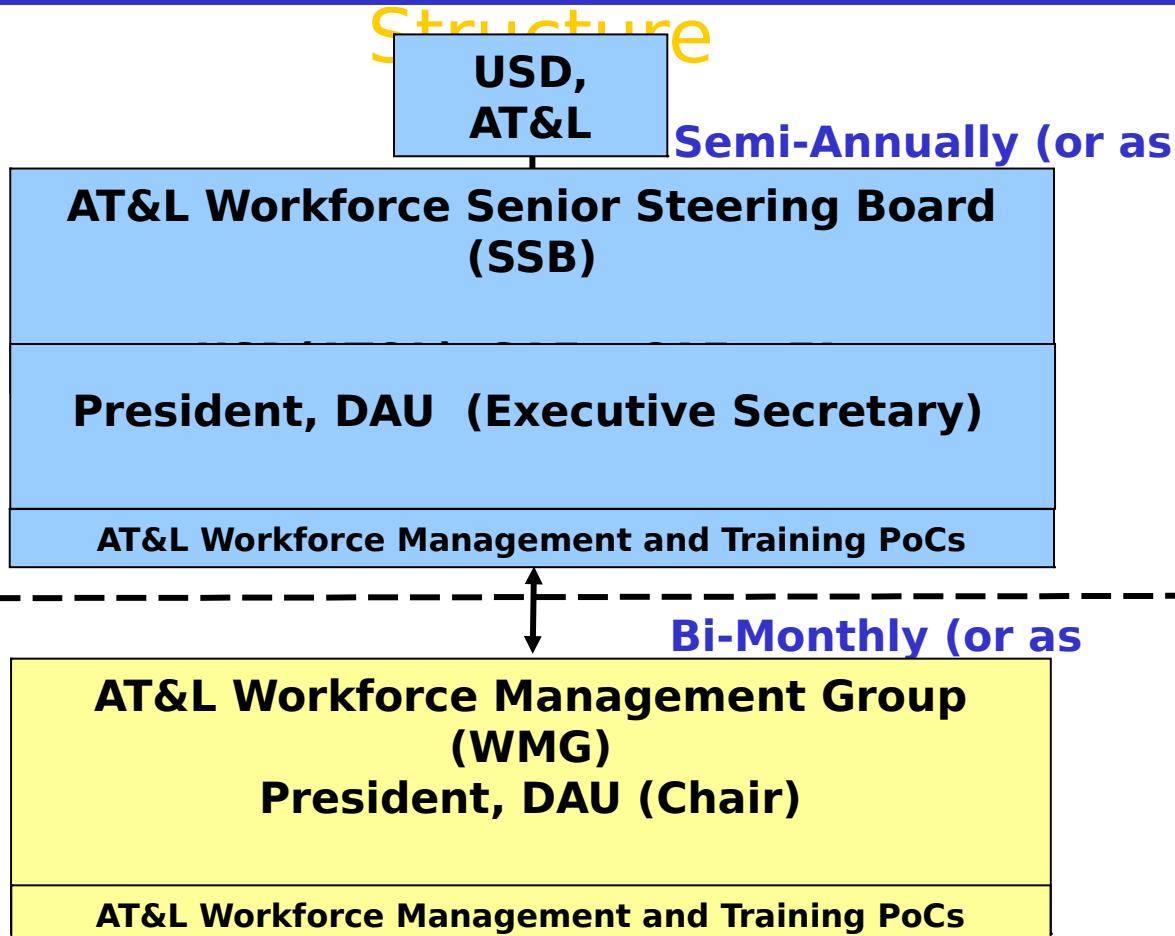
Centralized Policy, Guidance, Metrics
Decentralized Execution

Defense Acquisition University - 2004



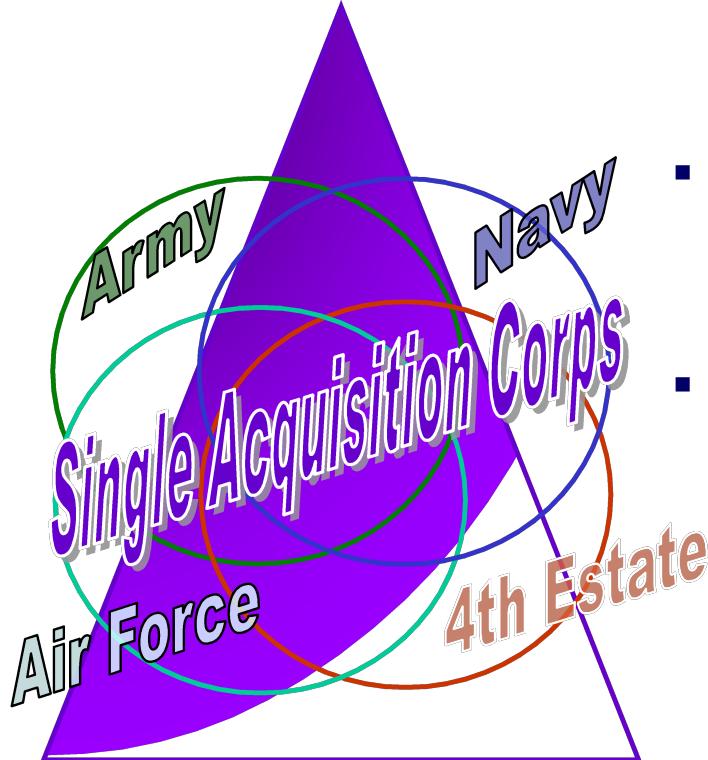
New Concepts Integrated AT&L Workforce Management

Oversight
Execution



Centralized Policy, Guidance, Metrics
Decentralized Execution

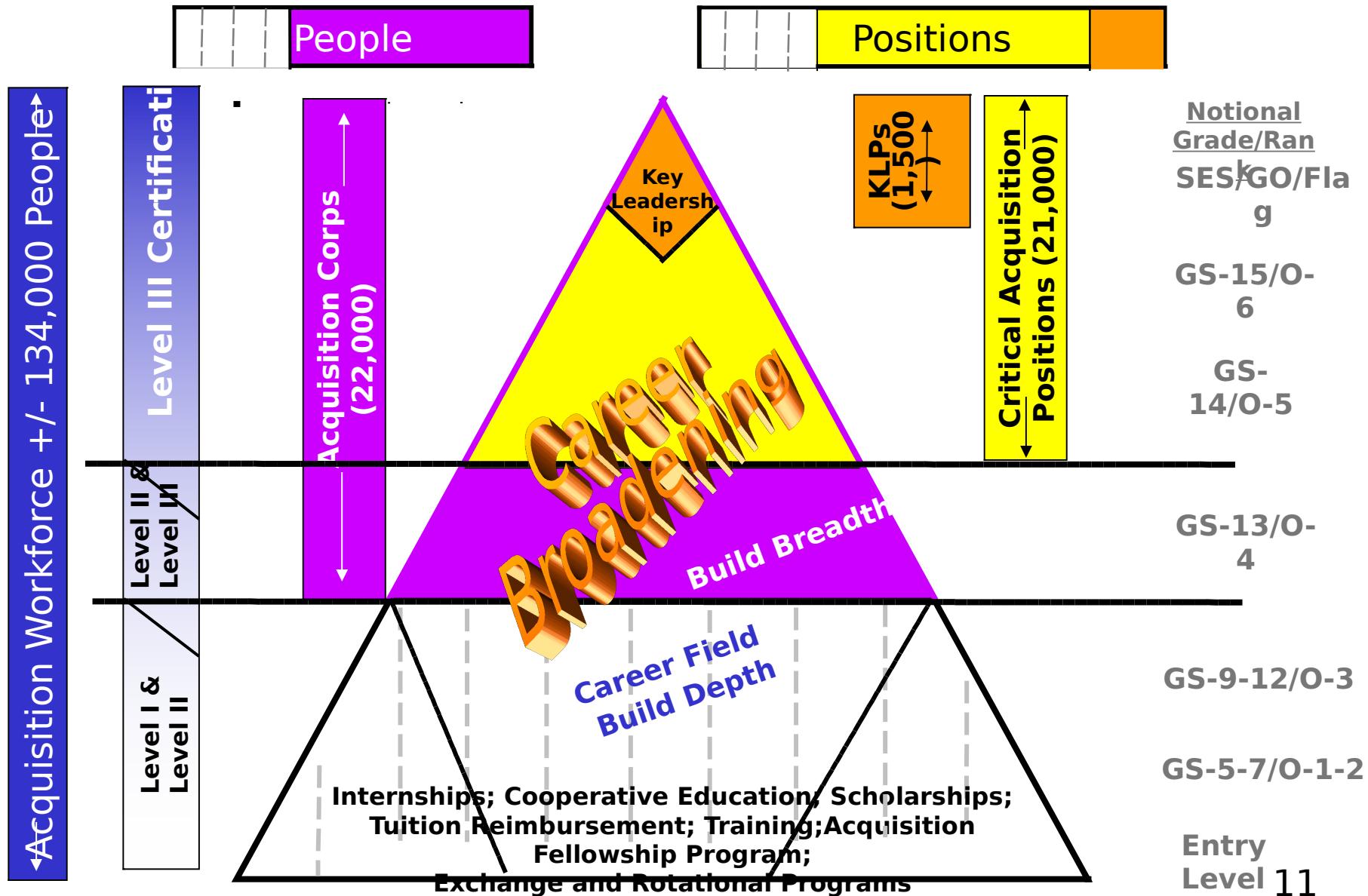
Single Acquisition Corps



- New Uniform Eligibility Criteria
 - Entry
 - Limited waivers
- New Accountability & Oversight
 - Single DoD Management Information System (MIS)
 - Execution metrics
 - Senior leadership oversight

USD(AT&L): Sets policy
Components: Execute career management program

New Concepts: Focused Career Development



New Concepts: Tenure Management Flexibility

Original DAWIA

Program Manager: Assign until major milestone closest in time to 4 years
Deputy PM: 4 years
Program Executive Officer: 3 years
Senior Contracting Official: 3 years
Other Critical Acq. Positions: 3 years

Service obligation agreements required
Waivers of assignment periods authorized
Current policies are inconsistently applied

DAWIA II Flexibility

10 USC 1764

SECDEF may prescribe different minimum-

- number of years of experience
- education qualifications
- tenure of service qualifications

Flexibility applies to-

- Program Manager
- Program Executive Officer
- Senior Contracting Official
- Contracting Officer
- Contingency Contracting Force positions



New Concepts

Competency-Based DAWIA Certification Program

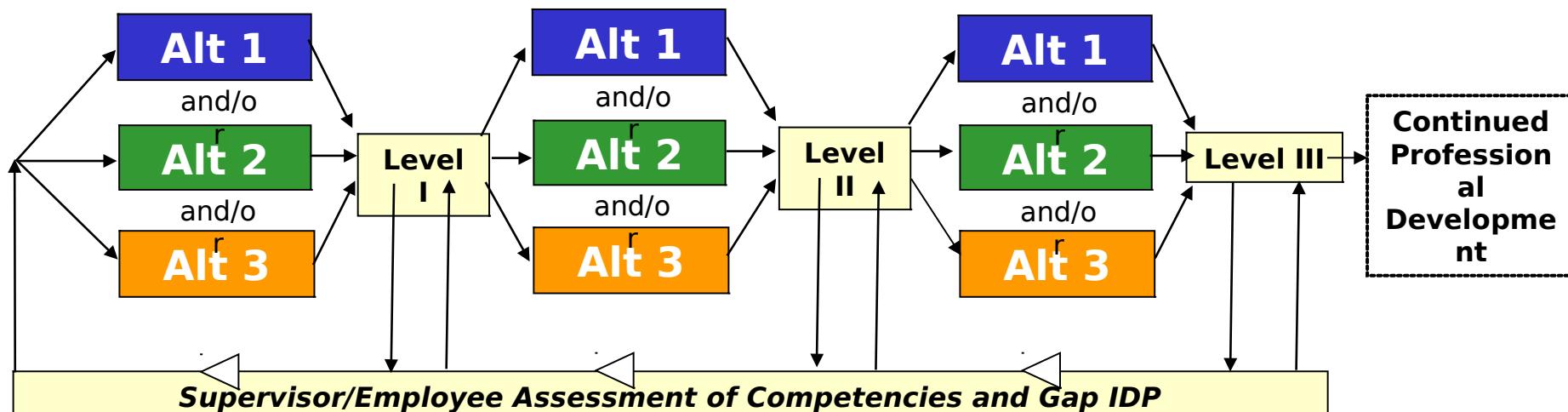
- Any Alt can be used to achieve certification.
- Combinations of Alts can be used to achieve certification levels.
- Education and experience requirements remain the same, regardless of Alt(s)

Alt 1: DAU Functional Training

Alt 2: Workplace / Personal Experience / Fulfillment

Alt 3: Professional Association Certification / Other

Functional & Core Competency Development / Certification Levels
I, II, III



Streamlined DAWIA Regulations

